

Deborah Ackerman-Dohse, M.S.W.

Ms. Ackerman-Dohse has been working in the child welfare field since 1990. Her educational background includes a Bachelor's degree in Sociology from Westmont College and a Master's in Social Work with a special emphasis in educational settings from San Jose State University. She started her career in social work and was a case carrying social worker for nine and a half years. She, then, worked as a supervisor for two years in the Pre-Adoption and Dependency Drug Treatment Court Unit. After 12 years of working in the public sector, Ms. Ackerman-Dohse worked for 18 months as a research coordinator for the National Family Drug Treatment Court Evaluation Study. In early 2003, she was offered a position as the Social Work Coordinator for the Santa Clara County Family Drug Treatment Court Head Start Program.

Lucas Advincula, A.A.

Mr. Advincula is the Director of the Specialized Treatment and Recovery Services Program (STARS) Informal Supervision in Sacramento, California. He maintains an active caseload of male clients as an Informal Supervision Recovery Specialist. Mr. Advincula has been with STARS since its inception and has been instrumental in its success both as a Recovery Specialist and Administrator. Mr. Advincula earned his A.A. degree in Human Services in May 2000 and achieved his CADAAC certification in January 2002. He is married and the couple is expecting their first child in September.

Patricia A. Aniakudo, M.S., L.P.C.

Ms. Aniakudo became the Applied Clinical Researcher for Meta House in January 2001. She is responsible for research and program evaluation activities. Ms. Aniakudo holds her Master's in Clinical Psychology, and is licensed as a Professional Counselor. Her publications and conference presentations have centered on cultural and gender differences, and the effects of violence on the psychological development of children. Her major publications stem from her nationwide research with J. D. Yoder on the effects of race and gender on the experiences of African-American female firefighters. Ms. Aniakudo has been a lecturer at Marquette University, University of Wisconsin-Milwaukee and Carrol College. She has taught at the graduate and undergraduate levels. Ms. Aniakudo's areas of clinical experience include children and adolescents, pediatric neuropsychology, trauma, child abuse, neglect and sexual abuse.

Suzie Antonow, M.S.W., C.S.W., C.A.C.I.

Ms. Antonow has worked in the field of substance abuse for over 20 years, and for the past 13 years she has worked with pregnant women and children using and abusing alcohol, tobacco, and other drugs through the Obstetrics and Gynecology Clinic at St. Joseph Mercy Health System. In this role, she collaborates extensively with staff in the clinic to screen for alcohol and other drugs, provide brief interventions, make referrals for treatment, and provide follow-up and support services. Ms. Antonow is responsible for educating staff about substance use issues and interfacing with the child welfare system when necessary. She also represents the hospital and volunteers in a number of committees and task forces, including the Infant Survival Task Force, the Fetal Alcohol Syndrome Surveillance Project, the Community Team Training Institute team, the African American Health Summit, and the Health Connection (Health Education and Resource Center for the African American Community). She holds a Master's in Social Work from the University of Michigan and is a certified social worker and certified addictions counselor.

Aldene Ault, R.N., B.S.N.

Ms. Ault has worked in community health nursing for over 28 years. The last 20 years she has coordinated a high-risk infant and mother early intervention program in Prince George's County. Addicted mothers and their substance exposed infants have been a focus of her work since 1989, and her program continues to provide outreach and case management to vulnerable mother-infant dyads to facilitate bonding, attachment and an understanding of comforting techniques and needed healthcare and follow-up. She works closely with new and existing county and regional resources to integrate and coordinate services for at-risk mothers and their infants.

Bernie Bluhm

Mr. Bluhm is a Program Specialist with the New Hampshire Division for Children, Youth and Families. His duties include overseeing the implementation and evaluation of New Hampshire's Title IV-E Child Welfare Waiver Demonstration project.

Kathleen Branson-Hillegas, R.N., Ph.D. Candidate

Ms. Branson-Hillegas has been a faculty member in the School of Nursing at Eastern Michigan University since 1981. Her area of practice is maternal child nursing. Ms. Branson-Hillegas has focused on problems of women and substance abuse during pregnancy. For the past 15 years, she has been an active member of several community coalitions in Washtenaw County, Michigan that have addressed issues of women and substance abuse and how to work with community groups to meet their multiple needs. Ms. Branson-Hillegas was the Project Director of SAFE ANCHOR, a grant funded by the National Center on Child Abuse and Neglect to do coalition building with agencies that work with abused children, substance abuse agencies, health care workers and other social service agencies in order to better coordinate multiple services to families that have both substance abuse and child abuse and neglect problems.

Melissa Lim Brodowski, M.S.W., M.P.H.

Ms. Lim Brodowski joined the Office on Child Abuse and Neglect (OCAN) in January 2002. At OCAN, she serves as the Federal Project Officer for a range of State formula and discretionary grant programs, including the Community-Based Family Resource and Support Program. Ms. Lim Brodowski has over 10 years of experience working in the field of child welfare and social services. She began her career as a substance abuse counselor for a methadone maintenance and detoxification program in San Francisco. While earning her graduate degrees, she worked as a Research Assistant for the Center for Social Services Research at the University of California at Berkeley, School of Social Welfare. She conducted research on child welfare and public assistance programs at Bay Area county social services agencies. Upon graduation, she worked as a Management Analyst with the Alameda County Department of Children and Family Services in Oakland, California. Prior to joining OCAN, she was the Special Assistant to the Director at Arlington County, Virginia Department of Human Services.

Melissa L. Brown, M.A.

Ms. Brown is a Targeted Assessment Specialist working primarily with low-income child welfare clients in Paducah, Kentucky. She is a licensed psychological associate and a qualified mental health professional. For seven years, she worked as an outpatient mental health therapist for Western Kentucky Regional Mental Health-Mental Retardation Board, Inc. Her large caseload included adults and children, to whom she provided both individual and group therapy. While in that position, she also conducted psychological assessments and involuntary hospitalization evaluations, consulted with local emergency rooms to determine patients' need for psychiatric hospitalization, provided professional supervision to the Rape Crisis Center counseling staff, and facilitated an incest survivors' support group for the Rape Crisis Center. While in graduate school at Ball State University, Ms. Brown was the Graduate Assistant for the Women and Gender Studies Program. She also worked as Services Coordinator for Lifeline for the Battered, Inc. in New Castle, Indiana.

Vivian B. Brown, Ph.D.

Dr. Brown is the founder and CEO of PROTOTYPES, Centers for Innovation in Health, Mental Health and Social Services, a multi-facility, multi-service agency with services located throughout California and Washington, D.C. Dr. Brown has over 30 years of experience developing innovative, community-based services including community mental health centers, community health programs, and crisis intervention centers; residential, day treatment and outpatient drug abuse treatment; HIV/AIDS outreach, prevention and interventions for women; specialized services for women, their children and their families; mental health treatment, co-occurring disorders interventions, trauma and domestic violence prevention and intervention services. Dr. Brown received her Ph.D. in Clinical Psychology from the University of Southern California. She is an adjunct Associate Professor of Psychiatry at UCLA and a fellow of the American Psychological Association. She is also a member of Federal, State, and local advisory committees, including the SAMHSA National Advisory Council and the Narcotics and Dangerous Drugs Commission.

Dorli Burge, Ph.D.

Dr. Burge is a licensed clinical psychologist and Chief Psychologist at the UCLA TIES for Adoption program. She was instrumental in helping develop its treatment model. She is also a Clinical Associate Professor at the UCLA Psychology Department. Dr. Burge comes to adoption work with a career-long interest in parent-child interaction, attachment and developmental psychopathology. She has published numerous articles on these topics.

Robert J. Burns, B.A.

Mr. Burns is a Policy Analyst at the National Governors Association Center for Best Practices (NGA Center), where he advises Governors and their staff on a variety of health policy issues, including: substance abuse, mental health, oral health, health care workforce issues and safety net service capacity, and quality of care and patient protections. Prior to joining NGA, Mr. Burns was a consultant, who advised State agencies on innovative uses of Federal substance abuse block grant funds. His professional experience also includes work in sales and marketing at CIGNA HealthCare in Atlanta, Georgia, and at ValueOptions, a managed behavioral healthcare organization located in Falls Church, Virginia. In 1995, Mr. Burns received his undergraduate degree in Health Policy and Administration from the University of Tennessee. He subsequently served as a White House intern in the Office of former Vice President Al Gore.

Michael Cameron, M.A., C.A.D.A.C.

Mr. Cameron is a substance abuse rehabilitation counselor with 15 years experience in the field. He has been a street outreach worker, counselor, health educator and ethnologist working especially with substance-involved women at risk for HIV/AIDS. He directed one of the NIDA Perinatal 20 residential women's and children's projects. Both a certified addictions counselor and certified secondary teacher, Mr. Cameron has also worked extensively with emotionally handicapped, substance abusing and adjudicated teenagers in classroom and other settings, devising a ground-breaking program combining the population with adolescents with severe and profound disabilities. Mr. Cameron is currently a grant writer and program evaluator working with Dr. Sally Stevens, a nationally known author and researcher at the University of Arizona in Tucson.

Ira J. Chasnoff, M.D.

Dr. Chasnoff is President of Children's Research Triangle (CRT) and Professor of Clinical Pediatrics at the University of Illinois College of Medicine. He is one of the nation's leading researchers in maternal drug use during pregnancy and the effects on the newborn infant and child. His research projects include a study of the long-term cognitive, behavioral and educational developmental effects of prenatal exposure to alcohol, cocaine, and other drugs; the effects on birth outcome of prenatal treatment and counseling for pregnant drug abusers; and the effectiveness of both outpatient and residential treatment programs for pregnant drug abusers. Dr. Chasnoff and CRT opened and operated a laboratory preschool classroom to develop interventions for children prenatally exposed to alcohol and drugs and developed a model Head Start Family Service Center for children and their families at risk from drugs and the drug seeking environment. Dr. Chasnoff and CRT were also selected as a national site to conduct research into the integration of behavioral health interventions into primary health care services for high-risk children and their families, and by the Centers for Disease Control for research into innovative treatment for children with Fetal Alcohol Syndrome.

Carol S. Chrisman, J.D.

Referee Chrisman was appointed as a Referee of the Juvenile Court in July 1998. Currently assigned to a juvenile delinquency department, she presides over the specialty courts for truancy and the dependency drug court. Referee Chrisman co-chairs the team responsible for developing a juvenile delinquency drug court and chaired the team responsible for planning and implementing the dependency drug court. Prior to her appointment as a judicial officer, Referee Chrisman was employed in the labor and litigation departments of the national law firm of Orrick, Herrington and Sutcliffe, and as the first Executive Director of Sacramento Child Advocates, overseeing the attorneys and social workers who represent children in dependency proceedings. She also worked as a program manager for a community mental health clinic and oversaw programs for mental health and alcohol and drug services. Referee Chrisman currently serves as the co-chair for the work and policy committees for the truancy and drug court programs and chairs the health and mental health issues subcommittee for delinquent youth.

Steve Christian, J.D., M.S.W.

Mr. Christian is a Program Director with the National Conference of State Legislatures (NCSL) in Denver, Colorado. He manages the Child Welfare Project, which provides assistance to State legislators and staff on issues of child abuse and neglect, adoption, and foster care. He is the author of numerous publications, including *New Directions for Child Protective Services: Supporting Children, Families and Communities Through Legislative Reform*, *A Place to Call Home: Adoption and Guardianship for Children in Foster Care*, and *Linking Child Welfare and Substance Abuse Treatment: A Guide for Legislators*. Prior to joining NCSL, he practiced law and served as a guardian ad litem for abused children in dependency and neglect

proceedings in Colorado and Florida. He holds a law degree from the University of Virginia and a Master's in Social Work from the University of Denver.

Kim Clare, M.S.W.

Ms. Clare is an Associate Professor and Director of the Inner City Social Work Program at the University of Manitoba, Winnipeg, Canada. During 10 years as the Director of this program, she has been involved in a number of initiatives to increase the participation of non-traditional post-secondary learners including sole-support mothers, recent immigrants and refugees and people of First Nations ancestry. From January 2002 July 2003, Ms. Clare was the Chairperson of the Manitoba Women's Advisory Council, an 'arms-length' advisory body to the provincial government. There she raised issues related to women's economic security, violence against women and women's health and well-being. She has a lengthy record of experience in women's organizations. Additionally, Ms. Clare is a long-term foster parent of a daughter living with Fetal Alcohol Spectrum Disorder.

Elena P. Cohen, M.Ed., A.C.S.W.

Ms. Cohen directs the National Child Welfare Resource Center for Family-Centered Practice. She has been the contributing, leading, or sole author of several publications and instructional guides including *Silent Realities: Supporting Young Children and Their Families Who Witness Violence*, *Early Childhood Mental Health Consultation*, and *Rethinking Child Welfare Practice Under the Adoption and Safe Families Act*.

Bruce W. Cohoe, J.D.

Judge Cohoe received his J.D. from the University of Washington in 1961. In 1987, he was appointed to the Pierce County Superior Court. He has acted as a Drug Court Judge since 1994, serving as judge for the adult felony drug court, juvenile drug court, and family drug court. He has spoken on drug court issues at many conferences at both the national and State level. He has acted as a mentor for new drug courts in Washington and has hosted many site visits to his drug courts. Judge Cohoe was a founding member and the first president of the Washington State Drug Court Professionals Association. He is currently on the Board of Trustees, having served since its founding. He has actively lobbied the State Legislature on behalf of drug courts. As a result of these efforts and the efforts of others, drug courts in Washington are now fully recognized and State funded.

Gail Collins, M.P.A.

Ms. Collins is a Senior Child Welfare Program Specialist in the Children's Bureau within the Administration for Children and Families (ACF), U.S. Department of Health and Human Services. She provides oversight and leadership for the Child Welfare Waiver Demonstration projects and serves as a senior advisor to the Associate Commissioner of the Children's Bureau on other matters of public policy and program management. Ms. Collins worked on Capitol Hill and in the nonprofit sector before joining ACF in 1992. Ms. Collins has worked in various capacities in ACF in the National Center on Child Abuse and Neglect, the Children's Bureau, the ACF Office of Legislative Affairs and Budget, and the Office of the Commissioner in the Administration on Children, Youth and Families (ACYF). She served as Acting Deputy Commissioner of ACYF from December 2000 to February 2001. Ms. Collins holds a Master's in Public Administration from the George Washington University and a Bachelor's degree in History from Georgetown University.

Cherie Craft

Ms. Craft is the parent representative for the Boston Medical Center RISE (Raising Infants in a Secure Environment) Program. She is the mother of four children (two biological and a niece and nephew with behavioral and mental health challenges). Her mission is to better serve families by recognizing the strengths and weaknesses of individual programs and providing more family involvement. Ms. Craft was active in the Starting Early, Starting Smart (SESS) program developed by Casey Family Services and the Federation of Families for Children's Mental Health. Currently, she is actively involved with her sister's substance abuse issues and providing kinship services to her nieces.

Charles G. Curie, M.A., A.C.S.W.

Mr. Curie is Administrator of Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (DHHS). As SAMHSA Administrator, Mr. Curie reports to DHHS Secretary Tommy G. Thompson and leads the \$3.2 billion agency responsible for improving the accountability, capacity and effectiveness of the Nation's substance abuse prevention, addictions treatment and mental health services. Articulating the vision of "a life in the community for everyone," Mr. Curie has charted a new course for SAMHSA. He has redefined SAMHSA's mission as "building resilience and facilitating recovery," and has created an agency matrix of priorities and principles to guide program development and resource allocation. Mr. Curie has over 25 years of professional experience in mental health and substance abuse services field. His work has earned him national recognition and acclaim. Prior to his current position with SAMHSA, Mr. Curie was appointed by then Governor Tom Ridge as Deputy Secretary for Mental Health and Substance Abuse Services for the Department of Public Welfare in Pennsylvania. Before his service in the Ridge Administration, Mr. Curie was Director of Risk Management Services for Henry S. Lehr Inc. in Bethlehem, Pennsylvania; President/CEO of the Helen H. Stevens Community Mental Health Center in Carlisle,

Pennsylvania; and Executive Director/CEO of the Sandusky Valley Center in Tiffin, Ohio.

Julie D. Cushman, M.S.W., C.A.C.-I.

Ms. Cushman is the clinical director/supervisor at Home of New Vision, a non-profit agency that provides transitional living and outpatient chemical dependency treatment for women in recovery and substance-abusing women. She is also an adjunct lecturer at the University of Michigan (UM) School of Social Work. She holds Bachelor of Arts degrees in Psychology and Sociology, from Russell Sage Colleges, a Master of Social Work degree from UM and is a Certified Addictions Counselor I in the State of Michigan. Ms. Cushman has been working in the fields of mental health and/or chemical dependency for the past 20 years. In addition to these accomplishments, she engages in research activities as a research associate with UM's Policy research on Women and Drugs (PROWD) office. She also works contractually, with community agencies, through her own small business, on program evaluations and accreditation activities.

Di Daugherty-King, M.S.W., N.C.I.C.W.W.

Ms. Daugherty-King has been providing multifaceted, wrap around services to the Snoqualmie Tribal community, and the local community, since 2001. She is part of the only multi-service social services program in rural East King County in Washington State. Ms. Daugherty-King is involved with the Canoe Journey Project, which was awarded the Exemplary Program Award from the Division of Alcohol and Substance Abuse of the State of Washington. Prior to this role, Ms. Daugherty-King was a child welfare worker in the Native American Unit of the Washington State Division of Children and Family Services. Ms. Daugherty-King is a Nationally Certified Indian Child Welfare Worker through National Indian Child Welfare Association (NICWA). She has a Master's in Social Work from the University of Washington, with a focus on Youth and Families. Ms. Daugherty-King is a mixed-blood Onadaga Indian from the Iroquois Confederacy and Dutch. Her passion also stems from being a mom to two wonderful adopted boys of mixed blood heritage.

Cheryl Davidson, B.A.

Ms. Davidson is the Director of Supportive Services at Wayside House in Minneapolis, Minnesota. Wayside, one of the oldest gender specific chemical dependency treatment centers in the country, also provides transitional and permanent supportive housing with comprehensive services to recovering women and their children. Ms. Davidson has worked at Wayside since 1995. Previously, she was a parenting educator, case manager and nutrition educator. Her management career has included 14 years in hospital food service management.

Diane Rae Davis, Ph.D.

Dr. Rae Davis is a Professor in Social Work and Human Services at Eastern Washington University. She is the co-author of *Addiction Treatment: A Strength Perspective*, as well as many other articles. She received both her Master of Social Work and Ph.D. from the University of Texas at Austin. Her research interest is in the addiction field. Dr. Rae Davis' latest research project has been "Women who have taken their lives back from compulsive gambling," which involved an online survey.

James DeSantis, Ph.D.

Dr. DeSantis is a developmental psychologist with expertise in evaluation design and measurement who has managed several evaluation projects across a range of human services areas. He serves as Director at James Bell Associates, in Arlington, Virginia, where he oversees projects in the firm's child welfare practice area. Currently, Dr. DeSantis directs a project entitled Evaluation Technical Assistance and Cross-site Evaluation of Early Head Start/Child Welfare Services grants, where he helps build evaluation capacity among local grantees that are conducting program evaluations. He manages a similar project for Children's Bureau demonstration projects, providing technical assistance to adoption projects, child abuse and neglect prevention programs, and projects working to strengthen marriage in order to achieve improved child welfare outcomes.

Laurie Drabble, Ph.D., M.S.W., M.P.H.

Dr. Drabble is an Assistant Professor at the San Jose State University College of Social Work. She is currently conducting a research project on "Pathways to Collaboration: Understanding the Role of Values and System-Related Factors that Contribute to the Adoption of Promising Practices between Child Welfare and Alcohol and Drug Systems." In her earlier career, Dr. Drabble was Executive Director of the California Women's Commission on Alcohol and Drug Dependencies. She has a long history of working Statewide on a wide range of projects related to collaboration between child welfare and substance abuse fields, including developing training curricula, conducting training needs assessments, and organizing trainings/conferences related to collaboration between child welfare and substance abuse treatment fields.

Susan Edelstein, L.C.S.W.

Ms. Edelstein is a licensed clinical social worker in the UCLA Center for Healthier Children, Families, and Communities and an adjunct assistant professor in the UCLA Department of Pediatrics. She began her career in child protective services and adoption in Los Angeles County, and in 1979 began her work at UCLA Medical Center directing service, training, and research involving interdisciplinary collaboration in the areas of child abuse and neglect, parental chemical dependency and prenatal substance exposure, foster care and adoption, and comprehensive early intervention approaches. Ms. Edelstein is the founder of UCLA TIES for Adoption, and has served as director since its inception

nine years ago. TIES for Adoption received the 2001 National Adoption Excellence Award in 'Support for Adoptive Families.' In April 2000, Ms. Edelstein received the Daniel E. Koshland Award for California's Outstanding Practitioner in Social Services by the National Association of Social Workers, California Chapter.

Kendel S. Ehrlich, J.D.

Maryland's First Lady was raised in the Baltimore County community of Lutherville, Maryland. As a member of the National Honor Society and co-captain of the Dulaney High School lacrosse team, Kendel honed the skills that follow her today - spirit, leadership, and commitment. She attended the University of Delaware and pursued a Bachelor of Science degree in Criminal Justice and a minor in Political Science. Before attending the University of Baltimore Law School, she worked as a paralegal at the law firm of Venable, Baetjer & Howard. From 1990 to 1995, she was a felony trial lawyer with the Public Defender's Office in Annapolis. She later became counsel to Youth Services International in Owings Mills. In 1997, Mrs. Ehrlich went back to the courtroom as a prosecutor in district and juvenile court in Harford County, Maryland. As First Lady, she remains an active speaker focusing on initiatives including Education, Drug and Alcohol Abuse Treatment and Prevention, Hospice Care, Cancer Prevention, and the creation of Maryland's first Women's History Museum. She sits on several boards and is an avid fundraiser for various causes in Maryland, including Cystic Fibrosis, GBMC Hospital, Race for the Cure, The Red Cross, Suited for Change, and various Statewide hospice organizations.

Tracey Ellerbe, M.S.W., C.S.W.

Ms. Ellerbe is a Project Coordinator at the University of Kentucky Institute on Women and Substance Abuse. Since 1999, she has helped develop and implement the Targeted Assessment Project, an innovative program addressing substance abuse and related barriers to self-sufficiency and family safety among clients in Kentucky's social service system. She currently supervises staff working in five rural and urban project sites. Ms. Ellerbe holds a Bachelor's in Theology from Hanover College and a Master's in Social Work from the University of Kentucky. Prior to joining the Institute staff in 1998, Ms. Ellerbe worked as a clinical social worker in Kentucky's child welfare system. She has also worked at Chrysalis House, a substance abuse treatment facility for women, and at Eastern State Hospital, a State psychiatric facility. Ms. Ellerbe currently serves on the Hope Center Women's Program Advisory Board.

Francine Feinberg, Psy.D., A.C.S.W., L.C.S.W.

Dr. Feinberg is nationally recognized for her development of integrated treatment for women with substance use disorders. She created a coordinated, gender-responsive treatment program for these women and their children. Active in the formation of substance use treatment policy at the Federal, State and local levels, Dr. Feinberg is a member of the National Advisory Committee for Women's Services of SAMHSA, and chaired a committee writing the national Treatment Improvement Protocol (TIP) for substance use treatment of women (to be published by CSAT). She is a member of the Milwaukee Child Welfare Partnership Council and has publications that focus on the children of women that abuse substances, including *Substance-Abusing Mothers and Their Children: Treatment for the Family* in Children in Families at Risk. She co-authored *Secret Gardens: Rediscovering and Sowing Resiliency in Families Affected by Alcohol and Other Drug Abuse*.

Norma Finkelstein, Ph.D., L.I.C.S.W.

Dr. Finkelstein is founder and Executive Director of the Institute for Health and Recovery, a Statewide policy/systems development, training, services and research organization in Massachusetts. Prior to this, Dr. Finkelstein was the founder and Executive Director of the Women's Alcoholism Program/CASPAR, Inc., a comprehensive prevention, education, and treatment program for chemically dependent women and their families. She received her Master's in Social Work from the University of Michigan and her Ph.D. from the Heller School, Brandeis University. She has received numerous awards: the Alcoholism and Drug Abuse Association of Massachusetts for Outstanding Leadership in the Field of Substance Abuse; Mayor's Crossing Generations Award, City of Cambridge for support and commitment to young women's development; the NAPARE Award for dedication and commitment to service and research on behalf of alcohol and drug dependent women; Massachusetts Chapter of NASW Most Significant Contribution to Social Work Practice Award; ADPA Outstanding Accomplishments in Alcohol and Drug Programming Award; and the NCADD New Pioneer Award.

Donna W. Francis, M.S.W.

Ms. Francis is the Program Manager of Children and Family Services in Region 2. She is responsible for program monitoring, implementation and compliance for five county agencies dealing with high risk child protective services casework. Ms. Francis has worked on numerous State level committees to streamline and improve social service delivery systems in the State welfare system. She is skilled at working at team building and professional empowerment. Ms. Francis has been instrumental in bringing best practice to the forefront in the State of Idaho. She has had a wide variety of work and professional experiences in Idaho as well as South Dakota. Her managerial skills have been well utilized in that she has had the privilege to not only work with child welfare but with all aspects of mental health care and delivery systems as well. Ms. Francis has led the charge in shaping public policy and welfare implementation in the State of Idaho.

Sid Gardner, M.P.A.

Mr. Gardner serves as President of Children and Family Futures, a nonprofit firm based in Irvine in which he works with his wife, Dr. Nancy Young, and their staff of thirteen. From 1991 to 2001, Mr. Gardner was Director of the Center for Collaboration for Children at California State University, Fullerton. Prior to that, he was a program officer of the Annie E. Casey Foundation in Connecticut, a Hartford City Council Member, staff of the White House Domestic Council, Director of State and Local Affairs for the Children's Defense Fund, Deputy Assistant Secretary of the U.S. Department of Health, Education and Welfare, and a consultant to the National Governors' Association, the U.S. Conference of Mayors, and the National League of Cities. He has taught as adjunct faculty of seven universities in California and Connecticut. He is the author of *Beyond Collaboration to Results*, and his most recent book, *Cities, Counties, Kids, and Families*. Mr. Gardner received his B.A. from Occidental College and has Masters degrees from Princeton University and Hartford Seminary.

Barbara Geller, M.A., M.F.T.

Barbara Geller has spent her career in the public sector working at all levels of government. She has spent many years working in Washington on legislative issues with particular emphasis on housing and homeless issues. Ms. Geller has been Administrative Assistant to a congressman, serving on the housing committee as well as working with the Low Income Housing Coalition. Since coming to the Department of Mental Health and Addiction Services (DMHAS), she developed a model public/private sector supporting housing program, which has been partially funded by state government and has brought in over 6 million dollars of HUD dollars to date. Ms. Geller participates in on-going work with state government to build on the PILOTS Initiative to expand supportive housing within the state.

Rosie Gianforte, L.C.S.W.

Ms. Gianforte is an LCSW and earned her Master of Arts in Social Service Administration from the University of Chicago in 1988. She has 16 years experience working in the social service field, including the areas of school social work, partial hospitalization care, and child welfare. For the past seven years, Ms. Gianforte has worked collaboratively with child welfare projects and substance abuse treatment providers serving at risk child welfare involved families. She is currently serving as the Coordinator of the IV-E AODA Waiver Project awarded to the Illinois Department of Children and Family Services, Division of Service Intervention.

Beth Glover-Reed, Ph.D.

Dr. Glover-Reed holds faculty appointments in Social Work and Women's Studies at the University of Michigan. She has more than 30 years of experience with education, research and community-based and policy work focused on various aspects of women and alcohol/other drugs (AOD), and the intersection of gender, AOD, and other issues. These include domestic violence and child abuse and neglect, race and ethnicity, age, access and barriers to services. One theme in her work is what helps and hinders human service systems with different traditions and approaches to work together to assist women burdened by many life responsibilities and challenges. Dr. Glover-Reed began work on AOD issues as a clinician in the 1960's and 1970's, and then conducted training and community consultations for several years through Yale's Drug Dependence Institute.

Ruth Gordon-Shabazz, M.S.W., A.C.S.W., C.S.W.

Ms. Gordon-Shabazz has over 30 years experience designing and providing comprehensive chemical dependency and mental health treatment and prevention services. She has worked as a clinician, Clinical Director for an outpatient substance abuse agency, supervisor for a Crisis Center, and is currently Director of Programs and Services for a homeless shelter offering shelter programs and intensive case management services. Ms. Gordon-Shabazz's primary emphasis has been with individuals with chemical dependency and mental health challenges, especially histories of trauma. She was a founding member of the Coordinating Project for Women, Alcohol, and Drugs, and has served on additional county advisory groups around substance abuse and co-occurring disorders.

Rose Greene, M.A.

Ms. Greene is the Assistant Director for the Center for Human Services Research. She has over 15 years of experience in designing and conducting program evaluations. She has been involved in conducting a randomized trial of the Healthy Families New York Program, a multi-site initiative to prevent child abuse and neglect and promote child health and development. Other studies have included evaluating the New York State Integrated County Planning initiative, a Statewide program that fosters collaborative partnerships among county agencies; research on Coordinated Children's Service Initiative, an integrated services program to meet the needs of children with serious emotional disturbances; and evaluating the implementation and effectiveness of Family Resource Centers.

Joan Hajjar

Ms. Hajjar is currently Program Manager for Phoenix House's AmeriCorps program, where she manages a community service program for volunteers throughout New York State and provides substance abuse services to local communities. Ms. Hajjar previously worked for the American Council for Drug Education, where she contributed to the "Drug Awareness Series" of informational brochures. She also collaborated with the Department of Corrections at the Phoenix House Women's Reintegration Program, advocating for female inmates' work release. Ms. Hajjar also served as the Senior Administrator of the Phoenix Houses of New York, Inc. Human Resources Department. Ms. Hajjar is also a parent in recovery. In December 1993, she entered long-term residential treatment at Phoenix House. She has been clean and sober for 10 years and she finds that helping others and sharing her experiences helps her to stay drug-free on a daily basis. During her active drug use period she lost parental rights and is still mending broken relationships caused by her addiction. Ms. Hajjar has worked hard to establish a different type of bond with her only child. Since re-entering society as a productive member, Ms. Hajjar has had the opportunity to change many things, starting with the relationship with her soon-to-be eighteen year-old daughter.

Chuck Halligan, M.B.A.

Mr. Halligan is a Central Office Program Manager for Children and Family Services for the Idaho Department of Health and Welfare, where he has worked for 24 years. Fourteen of those years were in direct services as a social worker in child protection, juvenile justice, adoption, children's mental health, licensing, adult services, and adult protection. The last 10 years, he has been in administrative positions in the Central Office, the policy and budget section of the Department. For seven years he has been a Program Specialist in adoption, juvenile justice, foster care, and involved in the implementation of a new automated child welfare reporting system. The last three years have been as a program manager with broader program oversight of all child welfare programs. He has a Bachelor's of Art in social work and an M.B.A. from Boise State University.

Alesia Hankins

Ms. Hankins has been a Family Advocate for the S.T.A.R.T. program for the last 7 years. She works closely with the women in recovery, bringing an in-depth understanding to the work as she herself has been in recovery for many years and understands what it is like to work through a big system while trying to maintain your sobriety.

Carol J. Harper, M.P.A.

Ms. Harper, Director of Systems and Communities Program, oversees the designing and implementation of programming for both Children's Services and Animal Protection Services of American Humane (AH). Over the past 15 years, she has worked with child welfare and human services professionals and national and international organizations to implement social planning/delivery, training, outcome, and program evaluation projects. Her work has included projects focused on safety and risk assessment development and implementation, child welfare protocols and best practice implementation, staff development, foster/kinship care, welfare reform, and programming for people with disabilities and their families. Ms Harper has served as a Federal reviewer for the Children and Family Service Review (CFSR) and has helped States prepare for their Federal review. She currently serves as Director for Rocky Mountain Quality Improvement Center, a Federally funded effort, focused on strengthening families struggling with child maltreatment and substance abuse issues.

Robert A. Hayes, C.A.D.C., D.A.P.A.

Mr. Hayes works as the Child Protective Services Liaison for Children and Family Services, Department of Health and Welfare in Region 2, Idaho. He is also a faculty member at Lewis-Clark State where he teaches in the Education/Psychology Division. He has been an educator for over 10 years in higher education and the substance abuse field. He has been the recipient of many outstanding achievement awards within Idaho as well as the Pacific Northwest. He has written grants for LCSC and has created a clinical supervisor's database for on line registration and tracking for those professionals entering the field of substance abuse counseling, treatment and prevention. He works as a trainer, facilitator and supervisor for the Idaho Department of Corrections at the Orofino Idaho site. Prior to his work with the State of Idaho Department of Health and Welfare, Mr. Hayes was a hospital clinical social worker and worked with families of chemically dependent patients. He created aftercare programs and family centered therapy education modules for numerous hospitals through out the Northwest.

John (Jack) Hill, J.D.

Mr. Hill serves as the Director of the Pierce County Department of Assigned Counsel (DAC) located in Tacoma, Washington. DAC is responsible for the delivery of indigent defense services in Pierce County including Superior Court; District Court; Municipal Courts for Tacoma, Fife, Ruston, Fircrest; and civil legal services to residents of Western State Hospital (Washington State's mental commitment hospital). Mr. Hill is a graduate with distinction from Washington State University, and a scholarship graduate of Willamette University School of Law. He was appointed acting DAC Director by Pierce County Executive Booth Gardner in 1982. Mr. Hill has been instrumental in shaping DAC's mixed delivery system, utilizing local bar association private attorneys and a large defender staff office; in implementation of the Pierce County Drug Court; and implementation of Breaking the Cycle, Dependency

Drug Court, and Methamphetamine Family Services in Pierce County. He was awarded the Tacoma-Pierce County Bar Association's Liberty Bell Award for protecting the best interests of our children, and the Local Hero Award by the Washington State Bar Association in 2001.

Kathryn Icenhower, Ph.D.

Dr. Icenhower is Executive Director of SHIELDS for Families, a private non-profit organization providing comprehensive services to over 1000 families annually. She incorporated SHIELDS in 1991 with Dr. Xylina Bean and Norma Mtume. Dr. Icenhower has worked in the substance abuse field for over 25 years in both clinical and administrative positions and has remained at the forefront of the field as an advocate for comprehensive and collaborative services for high risk communities. Dr. Icenhower sits on numerous local, State, and Federal coalitions and advisory boards, providing input into policy initiatives regarding social welfare issues. Under Dr. Icenhower's guidance, SHIELDS programs have been nationally recognized and used as models by Federal, State and local entities including HUD and CSAT. In addition, SHIELDS has been recognized in special reports by Children's Defense Fund, Washington Health Foundation, Nation Economic Development and Law Center and the Rockefeller Foundation for its innovative and effective models of service.

Paulette Jackson-Austin, L.C.S.W.-C.

Ms. Jackson-Austin is currently the Assistant Bureau Chief, Child Protective Services, Prince George's County Department of Social Services. She has 24 years experience in child welfare services with an emphasis on adoption, child protective services and treatment foster care. Her clinical specialization is family and play therapy and assessment and treatment of child sexual abuse.

Kathy Jones, Ph.D.

Dr. Jones is a Children with Special Needs specialist for West Region, Child and Family Services, a mandated First Nation child welfare agency serving families in nine First Nation communities in Southwestern Manitoba, Canada. She provides clinical and community based supports for families affected by Fetal Alcohol Spectrum Disorder (FASD), learning disabilities and other physical disabilities. She is also the coordinator of West Regions annual, *Reclaiming Our Voices Gathering*, a three day healing event for women who have a history, or are 'at risk' for drinking while pregnant. She is currently the chair of the Fetal Alcohol Syndrome working group for the Assembly of Manitoba Chiefs and provides training in the area of FASD throughout Canada and the United States. Dr. Jones teaches part-time in the Faculty of Education, holds an adjunct position in the Faculty of Social Work at the University of Manitoba and has written many articles in the area of FAS, Attention Deficit Hyperactivity Disorder and learning disabilities. At home Dr. Jones is the parent of a child with Fetal Alcohol Effects.

Patti Juliana, A.C.S.W.

Ms. Juliana is the Associate Executive Director of the Albert Einstein College of Medicine, Division of Substance Abuse, a system that provides care for over 3800 people affected by addiction. She has over 25 years experience in the field of families and addiction, beginning with seven years in child welfare, followed by a focus on preserving the integrity of families within a substance abuse treatment program. Ms. Juliana's clinical and administrative background facilitates program development on behalf of families affected by substance abuse. Her commitment to workforce development is demonstrated by extensive work in credentialing, clinical supervision and training in the substance abuse treatment field. Additionally, she teaches as an adjunct in the Master of Social Work program at Adelphi University and in the Post-Master's Certificate in Addictions at New York University.

Lynne Katz, Ed.D

Dr. Katz is the Director of the Linda Ray Center for Vulnerable Children and Families serving infants and toddlers born prenatally substance exposed who are in the dependency/child welfare system. The Center provides comprehensive services in a research-based context to these highest-risk families in Miami-Dade County. Dr. Katz is the Project Director of the Miami Safe Start Initiative, the Miami Infant and Young Child Mental Health Pilot Program in collaboration with the Department of Children and Families in Miami, and the Early Head Start Child Welfare Initiative in collaboration with Miami's Community Action Agency. She is an Adjunct Assistant Professional in the University of Miami's Department of Psychology and the early intervention liaison with the Dependency Drug Court in Miami.

Glenda Kaufman-Kantor, Ph.D.

Dr. Kaufman-Kantor is a Research Associate Professor at the Family Research Laboratory in New Hampshire. She has many years of research experience in the field of family violence and substance abuse. She has a Ph.D. in Sociology, but her education, research and experience draw on the multiple disciplines of nursing, sociology and criminology. Dr. Kaufman-Kantor has written and edited several books and monographs, and published or presented over seventy papers. Her major interests are related to assessment and prevention of maladaptive risk behaviors, the etiology and prevention of intimate violence, the linkages between substance abuse and family violence, and child neglect. She has conducted several family violence and substance abuse-related research projects, including a current experimental study to evaluate New Hampshire's Title IV-E Child Welfare Waiver Demonstration project.

Arthur Krzyzanowski, Psy.D.

Dr. Krzyzanowski has worked with special needs children and their families in a wide variety of clinical settings. Currently, he serves as part of the 4-18 Team at the Child Study Center (CSC) in Chicago, Illinois, providing comprehensive assessments for children who have been prenatally exposed to alcohol and drugs.

Prior to joining the CSC, he served as Program Director of a group home for adolescent boys, a clinical psychologist in the Connecticut Children's Medical Center Therapeutic Day School, and as a Child and Family Consultant in the State of Connecticut's Welfare to Work program. Dr. Krzyzanowski has also worked private practice, and served as a psychological consultant to a pediatric medical practice. He earned his Psy.D. in Clinical Psychology from the Illinois School of Professional Psychology, Chicago.

Hillary Kunins, M.D., M.P.H.

Dr. Kunins is an internist and researcher in the Albert Einstein College of Medicine, Division of Substance Abuse. She provides primary care, HIV care, methadone maintenance, and other substance abuse care to a panel of patients. As Program Director of Women's Health Services for the Division, she coordinates on-site prenatal care for pregnant methadone-maintained women, establishes and implements women's health-related screening and quality assurance protocols, and provides medical oversight to maternity caseworkers. Dr. Kunins has recently received funding to initiate an HIV prevention program for women enrolled in substance abuse treatment.

Louise Lapine, Ph.D.

Dr. Lapine has over 25 years of experience in applied research, systems accountability development and program evaluation. She is currently the Research Director of the Planning Council for Health and Human Services, serving Milwaukee and Southeastern Wisconsin. Much of her work has involved the assessment of systems' enhancements (including various coordination/collaboration demonstrations) and developing outcomes accountability tracking systems. Dr. Lapine has a Ph.D. in Social Psychology from the University of Wisconsin in Madison and is a member of the American Evaluation Association.

Eunju Lee, Ph.D.

Dr. Lee is a Research Scientist with the Center for Human Services Research. Currently she is analyzing data to evaluate New York's home visitation program, a primary prevention initiative designed to reduce child abuse and neglect among high-risk families. Dr. Lee, (with Ms. Greene and Dr. Videka at the Center), was recently awarded a three-year research grant from the Children's Bureau, to conduct a study of the New York State child welfare/substance abuse co-location program. Dr. Lee is also currently teaching a doctoral seminar on children's service research using National Survey of Child and Adolescent Well-being data. She has extensive experience and skills in survey design and quantitative data analysis, has published in peer-reviewed journals, written reports to the Legislature, and presented findings to both State policymakers and at scholarly conferences.

Frances Lewis-Johnese, M.S.W., M.B.A., L.C.S.W., A.C.S.W.

Ms. Lewis-Johnese has 28 years experience in child welfare services and has specialized in child abuse, adoption, and family drug court services. She is a Harvard Fellow, and is currently a Social Services Program Manager III for the Department of Family and Children's Services in Santa Clara County, California. She is manager of the Santa Clara County Social Services Agency Adoption and Kinship Support Services Programs. Ms. Lewis-Johnese is the recipient of the United States Department Health and Human Services Adoption Excellence Award for 2003. She is the President of the California Association of Adoption Agencies. Ms. Lewis-Johnese is a graduate of the Executive Leadership Institute sponsored by the Black Public Administrators, and the Statewide President of Services Employees International Union, Local 535. She is a lecturer on adoption, sexual abuse issues, public policy analysis and concurrent planning.

Lisa Lite-Rottmann, C.A.S.A.C.

Ms. Lite-Rottmann has worked in the field of chemical dependency for 28 years, the last 16 of which have been with the New York State (NYS) Office of Alcoholism and Substance Abuse Services (OASAS). Ms. Lite-Rottmann is currently the Regional Coordinator for the NYS OASAS Long Island Field Office responsible for supervising staff in the management and oversight of the funded and licensed providers in that region and for systems planning and collaboration with the Local Governmental Units. Ms. Lite-Rottmann is also involved in interagency collaboration focusing on areas of systems development and systems integration. Her most accomplished effort has been as Project Manager of the five year collaboration between the New York City Administration for Children's Services and NYS OASAS, the purpose of which is to develop and implement policy and practice integration between child welfare and substance abuse providers in NYC. Ms. Lite-Rottmann holds a Bachelor's of Art in Psychology and Fine Arts and holds a NYS credential as an alcoholism and substance abuse counselor.

Michele Maas, M.S.W.

Ms. Maas is an enrolled member of the Bad River Band of Lake Superior Chippewa Indians and holds a Masters of Social Work from San Francisco State University (SFSU) with special focus on child welfare and community development. Her undergraduate work was also completed at SFSU where she received a Bachelor of Arts in Interdisciplinary Social Science with a focus on Race, Class and Gender in Social Organizations and a Minor in American Indian Studies. Ms. Maas has over 10 years of recovery and is a survivor of domestic violence and sexual trauma. She has worked with Native American Women in recovery for over eight years. Utilizing a holistic healing model approach, she developed specific curriculum for Native American women that focus on the journey of recovery from substance abuse as well as the journey of recovery from the trauma of sexual assault, molestation, domestic violence and inter-generational trauma. She currently works at the Native American Health Center's Family and Child Guidance Clinic in San Francisco as the Substance Abuse Coordinator.

M. Theresa McDonough, Esquire

Ms. McDonough is a trial attorney, admitted to the Maryland Bar in 1982. She received her J.D. from University of Maryland School of Law in 1982, and was a Myerowicz Moot Court Winner in 1981. She has a Bachelor's of Art from Loyola College in Baltimore. Ms. McDonough has been the Principal Associate County Attorney for Prince George's County, Maryland since 1983. She is chief counsel to Prince George's County Department of Social Services. Ms. McDonough is responsible for litigation relating to adult and child welfare, including child in need of assistance, termination of parental rights, guardianship, child support, and domestic violence cases. She currently serves on the Maryland Court of Appeals Foster Care Improvement Project as well as numerous local family law committees. She has been part of the child welfare and substance abuse initiatives in Maryland and nationally, including with the Treatment of Mothers of Addicted Newborns since the pilot project in 1997.

Joyce McEwen-Crawford, M.S.W.

Ms. McEwen-Crawford has served as a part of the Santa Clara County Juvenile Dependency Drug Court Team under Judge Leonard Edwards, for the past two years and has been employed as a Social Worker with Santa Clara County for over 11 years. Ms. McEwen-Crawford has served as a consultant to the National Drug Court Institute since 2001, and also serves as a consultant with the National Council of Substance Abuse and Child Welfare. Ms. McEwen-Crawford is a member of the National Association of Drug Court Professionals. A graduate of Indiana University, Northwest, Ms. McEwen obtained a Master's of Social Work in 1995 from San Jose State University with a concentration on families affected by substance abuse in the child welfare system. Ms. McEwen-Crawford assists families in the juvenile dependency system, providing training for social workers and raising community awareness on the effect of substance abuse on families.

Chris McKinley, B.A.

Mr. McKinley is a social worker with the S.T.A.R.T. program. He has his Bachelors degree in sociology and has been with the Department of Children and Family Services for over three years. He works closely with the families who have substance abuse issues and ensures that the safety of the child is maintained at all times.

Lureen McNeil, M.B.A.

Ms. McNeil serves as Program Manager for the New York State Office of Alcoholism and Substance Abuse Services, providing programmatic and fiscal oversight to treatment, prevention and specialized substance abuse programs. Ms. McNeil serves as representative to several women's services initiatives, and was part of a team that developed a protocol to coordinate services between the substance abuse and child welfare fields in New York City. She has served as Coordinator for Governor Cuomo's Youth Drug Prevention Campaign where she developed innovative programming, on behalf of the Governor, to educate youth about the dangers of drugs and the importance of setting positive goals. Ms. McNeil is the mother of five children, four of whom are adults. She proudly asserts that she is a woman in long-term recovery now serving in a system which showed her that treatment works. Ms. McNeil holds a Bachelor of Science in Social Science from the Polytechnic Institute and a Master of Business Administration from Pace University.

Toni Moore, M.P.A., L.C.S.W.

Ms. Moore has been employed by the Sacramento County Department of Health and Human Services for 18 years, and currently serves as the Alcohol and Drug Administrator. Her responsibilities as Administrator include oversight of the Alcohol and Other Drug Treatment Initiative. She has been instrumental in the development and implementation of this nationally recognized training effort, which provides training and promotes service integration within health and human services and the justice system. Ms. Moore is the President of the County Alcohol and Drug Program Administrator's Association of California and is a representative for the Association on the Statewide Substance Abuse and Crime Prevention Act Advisory Group. In addition to her many years of experience in the alcohol and drug field, Ms. Moore has worked extensively in the field of child welfare.

Stephen Nelson, J.D.

Mr. Nelson has been the managing attorney of Dependency Associates of Sacramento, a firm that has specialized in the representation of parents in juvenile dependency proceedings since its inception in November 1999. This office has over 1200 clients whose predominant issue is substance abuse. Mr. Nelson has been an attorney since 1992, primarily practicing in the area of juvenile and criminal law. In his current position, Mr. Nelson is responsible for hiring and training of all new attorneys, legal research, and handling high profile child abuse matters. Currently, he is on several local committees that develop policy and procedures for the County of Sacramento. He is a member of various standing committees that include Drug Court, the Sacramento Juvenile Court Dependency Standing Committee, Sacramento Redesign Committee, Local Rules Committee, and Coffee with the Court.

Joan E. Ohl, M.Ed.

Ms. Ohl was sworn in as Commissioner of the Administration on Children, Youth and Families in the Administration for Children and Families, U.S. Department of Health and Human Services, in January 2002. Prior to joining the Bush administration, Ms. Ohl was West Virginia's secretary of health and human services from 1997 to 2001. Ms. Ohl has held a number of positions in higher education, including vice president of the Independent College Fund of New Jersey and the Association of Independent Colleges and Universities in New Jersey. Ms. Ohl was born in Harrisburg, Pennsylvania, and grew up in Lewes, Delaware. She received an undergraduate degree from the University of Delaware, a Master of Education degree from the University of Buffalo, New York and did advanced graduate work at Pennsylvania State University.

Cathleen Otero, M.S.W., M.P.A.

Ms. Otero is an Associate at Children and Family Futures. Ms. Otero received her Master of Social Work and Master of Public Administration degrees from the University of Southern California. Prior to earning her graduate degrees, Ms. Otero assisted in grant development and review of grants in the SAMHSA Center for Mental Health Services, and provided assertive community treatment to adults with severe and persistent mental illness. Ms. Otero served as Clinical Research Interviewer to the University of Southern California, Social Science Research Institute, Women with Co-Occurring Disorders and Violence Study. Ms. Otero also served as Project Director to the Girls Club of Los Angeles, directing a teen pregnancy prevention program. Ms. Otero obtained her Bachelor of Arts in Psychology from Yale University.

Nicolette M. Pach, J.D.

Honorable Nicolette M. Pach (ret.), a Judge of the Family Court of the State of New York from 1993 to 2002, presided over New York State's first Family Treatment Court which opened in 1997. She initiated and oversaw the development of this court, bringing together leaders from the court, county agencies and community based organizations to develop a treatment court that places equal emphasis on timely permanency for children and parents meeting their obligations to their children while maintaining their sobriety. The model has been highly successful and is being replicated Statewide. Judge Pach is currently an independent consultant to national organizations including the National Center on Substance Abuse and Child Welfare and a Judicial Fellow with the National Drug Court Institute. Her expertise lies in assisting developing Family Dependency Treatment Courts and assisting States and localities with the coordination of family courts with child welfare systems and substance abuse providers. In 2000, she received the Howard Levine Award for Excellence in Juvenile Justice and Child Welfare from the New York State Bar Association and in 2001, the Adoption MVP Award from the Dave Thomas Center for Adoption Law in Ohio.

Peter Panzarella, M.A., M.S., L.A.D.C., L.P.C., C.A.D.C.

Mr. Panzarella has been the Director of Substance Abuse Services for the Connecticut Department of Children and Families for the past eight years. He has oversight of an agency that provides child welfare, juvenile justice and children's mental health services and programs, and manages a budget of more than 10 million dollars per year. Mr. Panzarella is a Licensed Alcohol and Drug Counselor and Licensed Professional Counselor with more than 20 years of clinical experience in a variety of settings and populations. He has written and received a number of Federal grants including: comprehensive services for drug-exposed infants, multi-systemic therapy for adolescents, and multi-dimensional family therapy adolescent substance abuse treatment from the Center of Substance Abuse Treatment.

Jeffrey L. Pogue, B.S.

Mr. Pogue is the Director of Bridges, Inc., a non-profit organization in Sacramento, California that provides a wide range of drug and alcohol treatment services to the public and is the parent organization of the Specialized Treatment and Recovery Services Program (STARS). Mr. Pogue's primary responsibility with Bridges in the past three years has been the implementation of the STARS Program, which he served as Director until January 2004. Prior to coming to Bridges, Inc., Mr. Pogue spent three years working in Children's Protective Services in Yuba County, California after spending over 10 years working in the field of addiction recovery in both administrative and therapeutic capacities. Mr. Pogue received his Bachelor's degree from Cedarville College in 1986. He is married and just recently celebrated the birth of his first child Emily Elise.

Julia L. Polland, M.A., L.P.C., C.A.C. III

Ms. Polland is the Child Protection Coordinator for Savio. She has developed an expertise in child protection and in-home counseling with substance abusing parents. As the El Paso County Family Treatment Drug Court Coordinator, Ms. Polland, in collaboration with the El Paso County Department of Human Services, has played an important role in developing the program services and standards. She is a member of Colorado's National Center on Substance Abuse and Child Welfare's Technical Assistance Grant Steering Committee. Ms. Polland's 12 plus years of experience as a direct practitioner, addictions counselor, supervisor and administrator provides important understanding of service delivery and program development.

Renée M. Popovits, J.D.

Ms. Popovits, founder of Popovits & Robinson, P.C., has been a practicing healthcare attorney since 1989, representing behavioral healthcare providers, physician practice clients, research organizations and governmental entities in corporate transactions, corporate compliance, confidentiality, HIPAA privacy, licensure, reimbursement, human resource, data-sharing, electronic records and public policy matters. Ms. Popovits was General Counsel of BHS Management Corp., a company serving multi-State human

service and behavioral health care providers. Prior to this, she was a healthcare attorney at the Chicago firm of Coffield, Ungaretti & Harris. Ms. Popovits has published articles and lectured extensively on confidentiality, HIPAA privacy, corporate compliance, child abuse reporting and other healthcare legal issues. She has served as a member and a consultant to numerous health care and human services public policy committees on the State and Federal levels. Ms. Popovits received her undergraduate degree from Saint Xavier University, *cum laude*, and her law degree from DePaul University College of Law, *with honors*.

Shirley Rhodus, M.S.W.

Ms. Rhodus has worked in public social services for 26 years in Iowa and Colorado. She has worked primarily in the areas of child protection, youth in conflict and permanency planning. She has been a caseworker, a supervisor and administrator. She currently is the Division Manager over ongoing child protection services for the El Paso County, Department of Human Services. She was responsible for the creation and supervision of the Expedited Permanency Planning (EPP) unit in El Paso County in February 1996. In 2002, she helped implement the Family Treatment Drug Court. Ms. Rhodus is also a member of Colorado's National Center on Substance Abuse and Child Welfare's Technical Assistance Grant Steering Committee.

Christopher S. Rigling, Psy.D.

Dr. Rigling is the Program Director of Project SAFE at Advanced Behavioral Health, Inc. His primary responsibility is for the management and implementation of this Statewide system of care. Project SAFE helps ensure that the parents of children involved in child welfare receive necessary treatment services. He has over 15 years of experience in clinical practice, managed behavioral healthcare administration, teaching and research. He is on the faculty of the Graduate Institute for Professional Psychology at the University of Hartford, and maintains work in private practice. His areas of clinical and research focus include substance abuse, lifespan development, and existential psychotherapy.

Sanford Robinson, B.S.

Mr. Robinson is the Director of the Specialized Treatment and Recovery Services (STARS) in Sacramento, California. In addition, he serves as the STARS Dependency Drug Court Coordinator. For almost two decades Mr. Robinson has been involved with alcohol and drug programs specializing in many varied populations including adolescents, HIV/AIDS and adult drug offenders. He has designed and implemented numerous programs for public schools to reduce substance abuse and has been at the forefront of promoting motivational intervention techniques. Mr. Robinson has worked in most facets of the alcohol and drug treatment field including private practice, medical model, adolescent treatment, HIV/AIDS and prevention. Mr. Robinson received his Bachelor's degree from California State University, Sacramento and is actively pursuing his Master's degree at the University of San Francisco.

Lieam Rodarte, M.S.W.

Ms. Rodarte has been a Santa Clara County drug court social worker since 1998 and has served as a social worker with Santa Clara County Department of Children and Family Services for 19 years. Ms. Rodarte has served as a facilitator for the National Drug Court Institute since 1999. She spent three years facilitating and presenting workshops for the National Association of Drug Court Professionals. Previously, she served as a social worker for Santa Clara County's Social Services Agency/Child Protective Services and as a substance abuse treatment specialist with the Family Service Association's Comadres Program and Project DARE. Ms. Rodarte played a key role in the development and implementation of Santa Clara County's first dependency drug court, which is viewed as a model program nationwide. She also assisted in developing and implementing the "Mentor Moms Program," which was selected as "Most Innovative Program" for 2001. She holds a certificate in drug and alcohol counseling from the University of California, Santa Cruz, and has earned both a Bachelor of Science in criminal justice and a Master's of Social Work from San Jose State University, California.

Lisa Russell, Ph.D.

Dr. Russell is Associate Director of Research at ETR (Education, Training, and Research) Associates in Scotts Valley, California. Her research interests include evaluating theoretically based prevention and early intervention service models for children at risk for emotional and behavioral disturbances, wraparound service models for children with serious emotional and behavioral disturbances, and integrated services models for women with co-occurring disorders and histories of trauma. Related research areas include exploring mechanisms and interventions that may prevent or lessen the impact of exposure to child abuse and domestic violence.

Joseph P. Ryan, Ph.D.

Dr. Ryan is an assistant professor in the School of Social Work and a research fellow with the Children and Family Research Center at the University of Illinois at Urbana-Champaign. He is the evaluator of the Illinois AODA Title IV-E Waiver Demonstration. Dr. Ryan's research focuses on substance abuse, child maltreatment and juvenile delinquency.

Monette R. Sachs, Ph.D.

Dr. Sachs has been employed by the Administration for Children's Services (ACS) for nearly five years as a Substance Abuse Policy Researcher. She has been involved with the ACS/OASAS Collaboration and *Operational Protocol for Client Referral and Communication between Child Welfare Staff and Alcohol and Other Drug Treatment Providers* for four of those five years. She is also involved in the protocol training and has recently completed a co-authored article for publication, entitled *The ACS/OASAS Protocol: An Interagency Response to Parental Substance Abuse in the Context of Child Welfare*. As a trainer, Dr. Sachs employs an approach to client engagement that is informed by her graduate

and pre-doctoral work at Yale University in the Department of Anthropology and by three years of ethnographic research for her dissertation entitled *AIDS, High Risk Behavior and the Legacy of Post Traumatic Stress: Towards an Anthropology of Trauma* (1996). Dr. Sachs' research in the fields of addiction and trauma serve as the basis for her work with the James Satterwhite Academy, the training arm of ACS.

Rachel Sainz, M.Ed.

Ms. Sainz has been the Division Manager for the Children and Family Services unit of the Pima County Juvenile Court for three years. This division includes the dependency unit, mediation/alternative dispute resolution, Court Appointed Special Advocates (CASA) and adoptions/guardianship. Under her leadership as administrator for this division and grant writer, the Family Drug Court was created from the award of two SAMHSA grants and a governor's office grant. Strong collaborative efforts from Judges, Attorney Generals, private contract attorney's, Children Protective Services and treatment providers paved the way for a less adversarial approach to assisting clients involved in dependency matters due to substance abuse issues. As an employee of the Pima County Juvenile Court Center, Ms. Sainz's array of experience with delinquency and dependency issues is immense. Her experience includes presentation on topics such as managers as leaders, victim's rights, alternatives to detention, electronic monitoring, restorative justice, family drug court and court assisted treatment services.

Fawnda Sandoval, M.S.W.

Ms. Sandoval has dedicated her career to the field of adoption, particularly adoption of special needs children. She has worked Los Angeles County Department of Children and Family Services (DCFS), Adoption Division since 1990. During her time with the department she has focused much of her work on preparing prospective adoptive parents for parenting children with histories of abuse and neglect. Ms. Sandoval is a certified PS-MAPP leader. PS-MAPP is a curriculum developed to prepare prospective foster and adoptive parents. Ms. Sandoval also dedicated four years at DCFS to recruitment of adoptive parents. Ms. Sandoval also has a personal interest in adoption as an adoptive mother. She has raised three adopted persons into adulthood.

Marie Siebler, M.S.W.

Ms. Siebler graduated from Lewis Clark State College in Lewiston, Idaho in 1989 with an undergraduate degree in criminal justice. She began her employment for the Idaho Department of Health and Welfare in 1989 as a licensed social worker providing child protection services. In 1996, Ms. Siebler received a Master's of Social Work degree from Eastern Washington University. She is currently a clinical supervisor for the child protection unit in Lewiston, Idaho. Ms. Siebler also has experience in substance abuse treatment. She is employed part time by a private agency to provide family programming and treatment to those completing outpatient treatment for substance abuse.

Lawrence Smith, L.C.S.W.-C.

Mr. Smith has 27 years experience working with children, adolescents, and their families; with the majority of that experience being with children who demonstrate severe emotional disturbance. In 1992, he co-authored, with a parent, as part of a Statewide project in Maryland, *The Coping Skills Manual*, which is a guidebook for parenting children with serious emotional difficulties. This manual is still used in Maryland and other States as well. Since 1993, Mr. Smith has specialized in working with children with Attachment Disorders. He has written several training outlines for understanding and working with these children that are being used with parents and professionals around the country in addition to being posted on numerous websites. Currently, Mr. Smith and several colleagues are developing a website, *AttachmentDisorderMaryland.com*, to coordinate attachment resources in the Washington, D.C. region.

Nancy Spoolstra, D.V.M.

When Dr. Spoolstra and her husband chose to build their family through adoption, they were surprised and unprepared for the unique challenges of parenting traumatized children. Dr. Spoolstra decided to abandon her career in veterinary medicine and devote her energies towards education and advocacy that would improve the lives of America's most precious natural resource - our kids. Dr. Spoolstra created the Attachment Disorder Network in order to provide resources and networking opportunities for families struggling to repair the damage of abuse and neglect in early childhood. Her responsibilities include but are not limited to: networking to raise community awareness about the existence of Reactive Attachment Disorder, providing in-service training and general education about attachment and bonding, supporting parents and referring them to appropriate facilities and treatment modalities, providing therapeutic respite care for families in crisis, pursuing the funding and community resources necessary to provide comprehensive services addressing attachment issues for families both locally and nationally, editing/producing the bi-monthly newsletter *Hoofbeats*, owning and moderating the Little Zebras national listserv on Yahoo Groups, weekly chat moderation at www.adoptnet.org, and designing/maintaining the website, www.radzebra.org.

Andrea Strother, M.S.W., C.S.W.

Ms. Strother is a social worker whose area of interests are in the field of substance abuse and the child welfare system. Ms. Strother first became involved in these areas as a consumer. In 1994, her son was placed in kinship care while she was in treatment working towards a program of recovery to overcome a 22 year substance abuse problem. She was awarded permanent custody of her child during the ninth month of her recovery. Since that time, Ms. Strother has maintained her recovery, is enjoying parenthood, has worked as a counselor in a rehabilitation facility, developed and managed programs for pregnant and parenting teens, engaged as a lobbyist in the New York State Legislature, worked in Therapeutic Foster Care, and developed and managed case management services of Adult and Family Drug Treatment Courts. She has been recognized by the New York State Legislature, City Council and Mayor of Schenectady, New York for her service to the community. Ms. Strother has a Master's degree in Social Work and is a New York State Board Certified Social Worker. She resides with her 14 year old son, and two foster children. She is currently in private practice in Oneonta, New York.

Joe Anna Sullivan, B.A.

Ms. Sullivan manages the National Center on Substance Abuse and Child Welfare's In-depth Program of Technical Assistance. She is also the Consultant Liaison assigned to the State of Florida. Ms. Sullivan possesses an ideal set of knowledge and experiences to work on issues related to substance abuse and child welfare in that she has served as a treatment provider and a State policy maker/administrator in the child welfare and substance abuse fields. She has over 22 years experience in health care systems. In her various positions with the State of Illinois, she has done system analysis and trainings, and provided program development and evaluation, organizational consulting and technical assistance.

Kim Sumner-Mayer, Ph.D., L.M.F.T.

Dr. Sumner-Mayer is Kinship Care Outreach Manager for the Children of Alcoholics Foundation (COAF). She is a licensed marriage and family therapist. Before joining COAF, she was Director of Wraparound Services at Children's Aid and Family Services, Inc. in New Jersey. While there, she specialized in working with traumatized children and families in foster care and adoption. Dr. Sumner-Mayer's doctoral research focused on the experiences of foster families and implications for effective family therapy. Her main professional interests are family reunification, kinship care, and family therapy with the child welfare population. She participated in the development of family therapy services within a church-sponsored, community-based family support program. Dr. Sumner-Mayer is an adjunct faculty member of the Syracuse University Family Therapy Summer Institutes.

Chris Swenson-Lugo, M.S.W.

Ms. Swenson-Lugo has been the Dependency and Family Drug Court Coordinator at Pima County Juvenile Court in Tucson, Arizona, for a year and a half. During that time, the Pima County Family Drug court received a \$1.3 million SAMHSA grant to expand and enhance their existing Family Drug Court and Court Assisted Treatment Services (CATS). Additionally, Ms Swenson-Lugo coordinated an all-day "Future of Model Court" training for 350 participants including the bench, court staff, contract attorneys, CASA, Foster Care Review Board and Child Protective Services, to refine the dependency process and reestablish commitment to the children and families in the system. Prior to her work at the court, she was a unit supervisor at Child Protective Services in Tucson, and has also worked in the field as a child protective services investigator and ongoing case manager, as an adoptions social worker, as a juvenile probation officer, and as a grant writer.

Linda Thomas-Jones, B.A.

Ms. Thomas-Jones is presently the Dependency Drug Court Supervisor for Region 5 Division of Children and Family Services in Tacoma, Washington. She began her work with the Dependency Drug Court Program in October 2001. During her 19 years of social work experience within Children's Administration, she has provided direct case management services to at-risk families involved in the dependency system. Ms. Thomas-Jones has maintained a commitment to permanency planning for children by working to implement and maintain the "Dependency Drug Court" and "Fast Track" programs in her region. As the Pierce County Juvenile Court Liaison for Region 5 from 1999 to 2001 she worked to build relationships between the courts and children's services to improve outcomes for children at risk in the community. Ms. Thomas-Jones continues to partner with the professionals involved in the dependency process to improve collaboration between children's services, substance abuse treatment providers, and the Courts.

Sara Tienda, M.S.W.

Ms. Tienda is the Assistant Director of SHIELDS for Families, Inc. She has a Bachelor's of Art in Sociology from California State University, Fullerton and a Master's Degree in Social Work from California State University, Long Beach. Ms. Tienda has over 17 years experience in both administrative and direct services. She has worked in the areas of volunteer services, alternative sentencing, developmentally disabilities, substance abuse and mental health. Ms. Tienda has extensive expertise in resource development and the provision of services in South Central Los Angeles.

Brenda L. Underhill, M.S., C.A.C.

Ms. Underhill is an organizational consultant specializing in management, planning, training, program design in substance abuse treatment services. She has worked in the field of substance abuse with a specialty in women and children for the past 28 years and has been involved in program design, technical assistance, and training related to collaboration between substance abuse treatment and child welfare systems. Her past employment included working on a Federal contract for the Center for Substance Abuse Treatment (CSAT), Clinical Interventions Program evaluating over 70 Federally funded comprehensive treatment programs for women and children. She continues to serve as a consultant, evaluator, and grant reviewer for the Substance Abuse and Mental Health Services Administration.

Nancy VandeMark, M.S.W.

Ms. VandeMark is the Director of Colorado Social Research Associates, the Research and Program Evaluation division of Arapahoe House Inc., which is the largest provider of substance abuse and behavioral health services in the State of Colorado, serving over 700 individuals referred by the child welfare system annually. Ms. VanDeMark is the Principal Investigator for the Colorado site supported by SAMHSA's Women with Co-Occurring Disorders and Violence study and Children's Subset Study, two national cross site studies of the impact of integrated service models for women with co-occurring mental illness, substance abuse and trauma and their children. She has developed and administered specialized residential and outpatient treatment programs for substance abusing parents and children involved in the child welfare system.

Beverly Vayhinger, Ph.D.

Dr. Vayhinger has 24 years of clinical experience in public health in the areas of substance abuse and mental health treatment. For the past 10 years she has been the program director of model program in Prince George's County, Maryland, providing intensive outpatient treatment to pregnant women and women with children. In addition to her clinical work she has taught graduate level courses in substance abuse treatment at the University of Maryland and Trinity College, and is currently on the faculty of the Maryland State Office of Training for Addiction Services.

Jill Waterman, Ph.D.

Dr. Waterman is Adjunct Professor of Psychology in the UCLA Psychology Department and Mental Health Coordinator for UCLA TIES for Adoption. She has been part of the TIES team since its inception. In addition to numerous articles, Dr. Waterman has published two books on child sexual abuse as well as a manual for group counseling with high-risk adolescents. Her interests are in child trauma, infants and toddlers, adoption issues and parent-child interaction.

Naomi Weinstein, M.P.H.

Ms. Weinstein is the Director of the Children of Alcoholics Foundation and the American Council for Drug Education (the national prevention affiliates of Phoenix House). She has a long-standing interest in the needs of vulnerable children and families, and has extensive experience developing and managing education programs for children of substance abusers. Her current interests include work with the child welfare system, kinship care, resiliency and parenting issues. The author of more than a dozen curricula, manuals, and other educational publications, Ms. Weinstein earned a Master's in Public Health from Columbia University and has worked with both national and local non-profit organizations.

Meghan Wheeler, M.S., C.C.D.C.I.

Ms. Wheeler joined the National Drug Court Institute; education, research and training division of the National Association of Drug Court Professionals, as Project Director in June 2001. She is currently responsible for managing the activities and functions related to the Family Dependency Treatment Court Drug Court Planning Initiative. Previously, Ms. Wheeler managed the Statewide drug court implementation project for the Supreme Court of Ohio. Her work with drug courts began with her position as Treatment Coordinator for Richland County, Ohio. Ms. Wheeler was also employed by the Abraxas Foundation, a residential treatment facility for adolescent males in the juvenile justice system. Ms. Wheeler received her Master of Science in Administration of Justice and Bachelor's degree in Psychology and Criminal Justice from Mercyhurst College in Pennsylvania. Ms. Wheeler is an internationally certified alcohol and drug counselor and State certified chemical dependency counselor in the State of Ohio.

Carol White Mountain, M.S.W.

Ms. White Mountain, enrolled member of the Standing Rock Sioux Tribe of Fort Yates, North Dakota, holds a Master of Science degree in Social Work from University of Wisconsin. She has 25 years experience in the provision and delivery of child welfare services, 18 years of which have been with the San Francisco Department of Human Services, Child Protective Service. Ms. White Mountain specializes in providing social services to Native American families and children, providing vertical case management. Ms. White Mountain is a consultant and trainer of culturally appropriate child welfare practices, and provides expert witness court testimony on the Federal Indian Child Welfare Act. She has provided consultation to White Mountain Consultation, Bay Area Academy, Solutions West, and the National Indian Child Welfare Association. Her special interest includes: supporting Native children adopted by non-native families, the search for birth families and roots, and open adoptions-post adoption contact agreements. Finally, Ms. White Mountain is a single parent of two children, one birth child age 29 and one kinship-adopted child with special needs, age seven. She is also a licensed foster parent and was an adopted child.

Tina Willauer, B.S.

Ms. Willauer is a supervisor for the S.T.A.R.T. (Sobriety Treatment and Recovery Teams) program at the Cuyahoga County Department of Children and Family Services in Cleveland, Ohio. She has worked in the field of child welfare for 13 years. Ms. Willauer obtained her Bachelor of Science in Criminal Justice from Bowling Green State University and is currently working on her Master's in Public Administration at Cleveland State University. Ms. Willauer is also a Certified Chemical Dependency Counselor (CCDC I). As S.T.A.R.T. supervisor, she supervises 12 employees, does public speaking about the S.T.A.R.T. program, works with community partners and with local hospitals regarding drug exposed children and the protocols for drug testing pregnant women.

Cathy Williams, L.I.C.S.W.

Ms. Williams came to Wayside House to fulfill her internship requirements and worked for a period of six months as a chemical dependency counselor. When Incarnation House opened its doors in September 1999, she assumed the position of Family Case Manager. In March 2002, Ms. Williams was promoted to Program Manager, assuming overall responsibility for the Incarnation House Program, including program and property management, staff supervision, assessment of client needs, coordination with and/or referral to appropriate community resources as well as budget management. Before coming to Wayside, Ms. Williams conducted didactic groups ranging in size from 5 to 50 in her two years of work with Jackie Small and the Eupsychia Institute. She is a licensed social worker and received a Bachelor of Science in Social Work and Chemical Dependency from the College of St. Catherine in 2000.

Geri Wilson, M.S.

Ms. Wilson is a Division Manager for Sacramento County Department of Health and Human Services, Child Protective Services Division. Ms. Wilson has a Bachelor of Arts in Social Work and a Master of Science in Counselor Education. She has worked in public social services for 29 years and has dedicated the greater part of her professional career working to improve permanency and well being outcomes for children and youth in out of home care. Ms. Wilson's administrative responsibilities include providing operational oversight to the following service delivery programs: Family Reunification, Permanent Placement, Adoption, Guardianship and the Independent Living Program. Collectively, these programs provide services to 4,600 children in out of home care. Ms. Wilson is currently advancing a major realignment of the placement service delivery structure in Sacramento County to enhance the system's ability to achieve and expedite permanence for children and youth of all ages.

Shaila Yeh, M.S.W.

Ms. Yeh works half time for Children and Family Futures with the primary responsibility of management, oversight and development of materials for the National Center on Substance Abuse and Child Welfare (NCSACW). Prior to this role she worked full time in the role of Assistant Director of NCSACW, supporting the Director in the development and implementation of the NCSACW, and as the Executive Assistant to the Director of Children and Family Futures (CFF), providing programmatic and administrative support in all areas of work conducted by the research and policy institute. Prior to coming to CFF, Ms. Yeh was Senior Planning and Research Associate with Resource Development Associates (RDA), a San Francisco Bay Area consulting firm that provides strategic planning, evaluation, resource development and management information system development to local county government and nonprofit agency clients. She has a Bachelor's in Psychology from the University of California, Santa Cruz and a Master of Social Work degree from San Francisco State University.

Nancy K. Young, Ph.D.

Dr. Young is Director of Children and Family Futures (CFF), a California-based policy institute which works to improve outcomes for children and families, particularly those affected by alcohol and other drugs. She currently serves as Director of the CSAT/ACYF-funded National Center on Substance Abuse and Child Welfare and a separate CSAT-funded contract to provide technical assistance focused on improving services for women, children and families. Other CFF projects directed by Dr. Young have included the development of a CSAT-funded technical assistance publication on substance abuse and child welfare; a report on policy issues and effectiveness of substance abuse treatment for welfare reform published by the National Association of State Alcohol and Drug Abuse Directors; and the development of a guidebook for policymakers on substance abuse issues for the Child Welfare League of America titled *Responding to Alcohol and Other Drug Problems in Child Welfare*. Dr. Young has worked as a consultant to over 40 States and communities on prevention and treatment issues affecting families involved in the welfare and child welfare systems.